

# An Accommodation Profile of our Employers

Source: OPSEU course *Duty to Accommodate: A Tool for Inclusive Workplaces*. Revised March 2010

**Name of Employer** \_\_\_\_\_

**Location:** \_\_\_\_\_

**Your name, local, bargaining unit:** \_\_\_\_\_

<b>Number of sites/offices</b>																													
<b>Geographical area covered</b>																													
<b>Total number of employees at your workplace</b>																													
<b>% part-time/full-time employees</b>																													
<b>% temp/permanent employees</b>																													
<b>Level of demand for accommodation</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;"><b>Race</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Ancestry</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Place of Origin</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Colour</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Ethnic Origin</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Citizenship</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Creed</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Age</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Record of Offences</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Marital Status</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Sex</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Sexual Orientation</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Family Status</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> <tr> <td style="padding: 2px;"><b>Disability</b></td> <td style="padding: 2px;">Never 1 2 3 4 5 Often</td> </tr> </table>	<b>Race</b>	Never 1 2 3 4 5 Often	<b>Ancestry</b>	Never 1 2 3 4 5 Often	<b>Place of Origin</b>	Never 1 2 3 4 5 Often	<b>Colour</b>	Never 1 2 3 4 5 Often	<b>Ethnic Origin</b>	Never 1 2 3 4 5 Often	<b>Citizenship</b>	Never 1 2 3 4 5 Often	<b>Creed</b>	Never 1 2 3 4 5 Often	<b>Age</b>	Never 1 2 3 4 5 Often	<b>Record of Offences</b>	Never 1 2 3 4 5 Often	<b>Marital Status</b>	Never 1 2 3 4 5 Often	<b>Sex</b>	Never 1 2 3 4 5 Often	<b>Sexual Orientation</b>	Never 1 2 3 4 5 Often	<b>Family Status</b>	Never 1 2 3 4 5 Often	<b>Disability</b>	Never 1 2 3 4 5 Often
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<b>Employer action on accommodation</b>	None 1 2 3 4 5 Pro-Active																												
<b>Co-worker support of accommodation</b>	None 1 2 3 4 5 Pro-Active																												
<b>Typical accommodations provided by the employer</b>																													
<b>Typical arguments/tactics to resist accommodation</b>																													